

## Update on Student Sexual Misconduct Policy Implementation October 27, 2009

Since the revisions to the Student Sexual Misconduct Policy at the University of Northern Iowa were approved in December of 2008, faculty and staff have worked hard to improve the capacity to support students who have been victimized, assuring a coordinated, comprehensive and timely response, and ultimately reducing the incidence of sexual misconduct. Achieving this important goal provides all students with a safer environment within which to study and learn. Specific actions conducted at UNI during the past year are described below:

### Policy Changes

- Revised the Student Conduct Code to align with the revised Student Sexual Misconduct Policy. Includes adding language to the policy that specifically prohibits retaliation; extended time limits for filing complaints, and modified the Good Samaritan provision.
- Changed existing Discrimination and Harassment policy to limit itself to sexual harassment in employment settings and thereby, eliminating confusion and overlap for students, faculty, and staff.

### Communication and Prevention

- Revised safety web page to create a more comprehensive web site that addresses a broad range of safety-related concerns, including sexual misconduct. The site has a prominent link on the university home page.
- Revised existing website for the Office of Violence Intervention Services, which serves as the comprehensive website for information pertaining to sexual misconduct, victim services, and violence prevention. Made a concerted effort to create a look and feel that is warm and welcoming, while using clear language that is easily understood by students. The results allow us to provide 24/7 access to comprehensive information to students as well as to faculty, staff, parents and others.
- Continued annual communication on policy expectations and student resources to all students, faculty, and staff via email, publications, and through online news announcements at the beginning of each academic year.
- Conducted educational sessions during mandatory orientation programs for all new students, parents, and faculty and staff.
- Offered a variety of educational programs and marketing initiatives through the Office of Violence Intervention Services, including printed communications and presentations on sexual consent conducted in the residence halls, athletics, greek and other student organizations, and through guest presentations in academic courses.

- Initiated an annual discussion on the revised policy and related services with our academic department heads, each of whom will then be expected to share and discuss this information with their respective faculty members.
- Held a Mentors in Violence Prevention (MVP) two-day training in October for male students representing all the Regent Universities, focused on a unique bystander approach to gender violence prevention. MVP inspires leadership in speaking out against gender violence and provides concrete options for recognizing and confronting gender violence. Funding provided as part of the Regents Flagship Grant sponsored by the U.S. Department of Justice.
- An MVP “Train the Trainers” Institute is planned in February 2010 for faculty and staff. Approximately 30 faculty and staff representing all the Regents Universities will participate. The training will allow the universities to more fully integrate the MVP model throughout the campuses. Funding provided as part of the Regents Flagship Grant sponsored by the U.S. Department of Justice.

### **Specialized Training**

- Held in depth training on the policy for the Student Conduct Committee, who adjudicates sexual misconduct complaints, health care providers, advocates, counselors, police, residence life staff, including resident assistants, and staff in the Dean of Students Office and the Office of Compliance and Equity Management.
- As part of the Flagship grant, a Victim Services Institute was held on September 30, 2009 at UNI and involved the collaboration of all regent universities. The institute provided specialized training for student conduct officers, police, health care providers, and victim advocates.
- In June of this year, UNI received grant funding through the Iowa Attorney General’s Office to develop a web-based training program to be used in the training of police and judicial affairs personnel serving the three Regent universities. The training platform utilizes a scenario-based training system that evaluates the decision-making of training participants at various points in the process. The platform is currently beginning development and will involve the collaboration of the Regent universities.